



## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

Montgomery County is committed to providing residents with disabilities the opportunity to participate in all its programs, services, and activities.

**Employment:** Montgomery County does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission (EEO) under Title I of the Americans with Disabilities Act (ADA). County employees or applicants who believe they have been subjected to employment discrimination may file a complaint with the EEO Compliance Unit in the Office of Human Resources at 240-777-5110 (TTY 240-777-5126).

**Effective Communication:** Montgomery County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the County's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** Montgomery County will make reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all County programs, services, and activities.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a County program, service or activity, should contact the office coordinating the program, service, or activity or contact the County's ADA Compliance Manager at 240-777-6197 (TTY 240-777-6196), as soon as possible but no later than 48 hours before the scheduled event or appointment.

The ADA does not require the County to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Complaints that a County program, service, or activity is not accessible to persons with disabilities should be directed to the ADA Compliance Manager at 240-777-6197 (TTY 240-777-6196) or email at [adacompliance@montgomerycountymd.gov](mailto:adacompliance@montgomerycountymd.gov).

The County will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids or services or reasonable modifications of policy.

This notice is available in alternative format from the ADA Compliance Manager.